Ontario

Ministry of Labour
Labour Management Services
Collective Bargaining Information Services

Ontario Collective Bargaining Review

2004

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Foreword

The *Ontario Collective Bargaining Review 2004* provides an overview of collective bargaining activity in Ontario for the year 2004. The information in this report is compiled from collective agreement settlements and work stoppages reported to Collective Bargaining Information Services (CBIS) as at the publication date. The data reflect settlements for Ontario-based employees covered under Ontario or federal jurisdictions. Work stoppages data are reported for employees under Ontario jurisdiction only.

The report consists of five sections. Section I provides data on the total number of agreements settled in 2004 by industry and the total number of employees covered. It also provides information on the stage of settlements, the term of agreements, and the duration of negotiations, as well as an overview of the economic climate in 2004. Section II provides information on wage settlements for public and private sector agreements covering 200 or more employees including negotiated wage increases (current and historical) by major industry. Section III summarizes the key settlements of 2004. Section IV highlights work stoppages data under Ontario jurisdiction and Section V provides an outlook for the year 2005.

Average wage settlement calculations are based on base wage rates and are weighted by the number of employees in each bargaining unit. Estimates of additional increases that may be generated from cost of living allowance (COLA) clauses are included in the calculation of the average annual increase, where applicable.

The selection criteria for major settlements include the size of the bargaining unit, significant changes in wages, and settlements of public interest.

Work stoppages reported include strikes and lockouts that last a minimum of one half day, involving two or more unionized or non-unionized workers and result in ten or more person-days lost.

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Executive Summary

- According to records received by Collective Bargaining Information Services, collective bargaining activity in 2004 involved the ratification of over 2,200 collective agreements covering approximately 449,000 employees. Bargaining activity in health and welfare services accounted for 22% of all agreements ratified in 2004, followed by education and related services with 8% and local government with 7%.

- Collective bargaining in 2004 occurred in an environment of a modestly improved economic performance. Several key external forces, including a strong U.S. economy, record high oil prices, and the sharp appreciation of the Canadian dollar, impacted economic growth in 2004.

- In 2004, over 95% of collective agreements were settled without a work stoppage. As in previous years, an overwhelming majority of agreements (93%) were settled through direct bargaining or with the assistance of a conciliator or mediator.

- Wage outcomes achieved in 2004 reached 2.8%, a decrease from 3.1% in 2003. In 2004, average annual wage increases in the public sector averaged 3.2%, higher than the 2.6% average in the private sector. The average annual wage increase in both the manufacturing and non-manufacturing sectors was reported at 2.6%, compared to 3.1% in construction.

- During 2004, 101 work stoppages involving 21,157 employees under Ontario jurisdiction were reported, resulting in 488,410 person-days lost. This represents 0.03% of the total estimated working time.

- In 2005, collective bargaining activity will involve the negotiation of agreements expiring in 2005, and the continuation of bargaining that was not concluded in 2004. Agreements covering significant numbers of employees in health care, education, urban transit, municipal and provincial administration, transportation equipment, and retail trade will be expiring in 2005. Major negotiations continuing from 2004 include the federal and Ontario governments, school boards, municipalities, hospitals, nursing homes and homes for the aged.

- As the economy is expected to grow at a modest pace, wages, employment security, health care benefits, and pensions will remain priority issues at the bargaining table in 2005.

Ontario Collective Bargaining Review, 2004

Collective Agreements Ratified in 2004

Number of Agreements	2,216
Employees Covered	448,953

Average Annual Wage Increases*

All Settlements	2.8%
Public Sector	3.2%
Private Sector	2.6%

Major Industrial Wage Settlements

Manufacturing	*2.6%*
Food, Beverage	2.7%
Rubber, Plastics	2.2%
Primary Metals	3.5%
Fabricated Metals	2.7%
Transportation Equipment	3.0%
Electrical Products	1.3%
Non-manufacturing	*2.6%*
Transportation	-0.4%
Communications	2.8%
Electric, Gas, Water	3.0%
Retail Trade	1.7%
Education, Related Services	3.7%
Health, Welfare Services	2.8%
Recreational Services	3.8%
Management Services	2.6%
Federal Government	2.4%
Local Government	3.2%
Construction	*3.1%*

** For agreements covering 200 or more employees*
Note: Wage increases may include COLA estimates where applicable

I Collective Bargaining Settlements, 2004

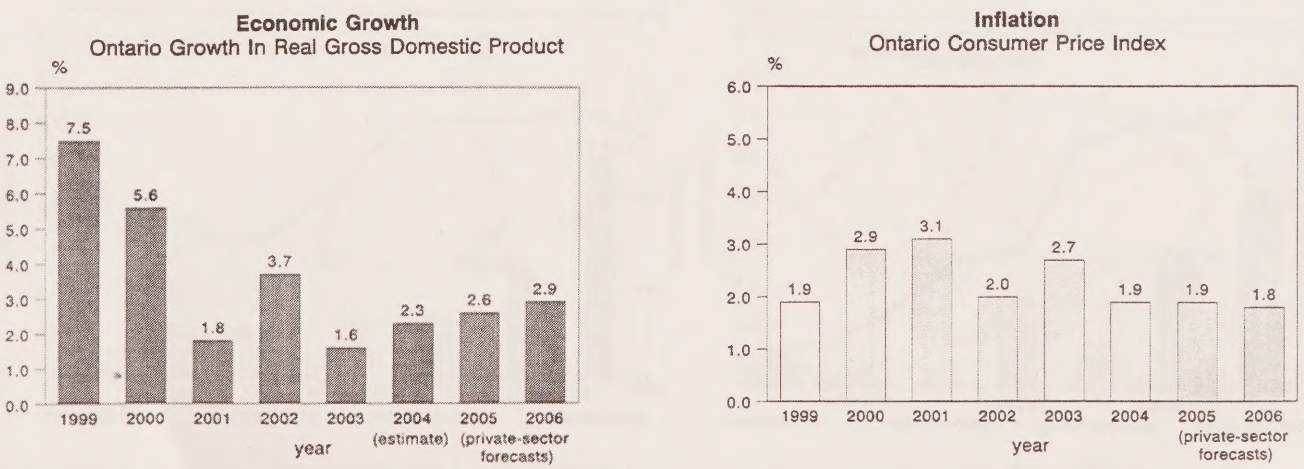
According to records received by Collective Bargaining Information Services (CBIS), collective bargaining activity for 2004 involved the ratification of 2,216 agreements, covering 448,953 employees. These agreements represent 23% of the 9,669 agreements on file with CBIS and affect 28% of the 1,584,864 employees covered by collective agreements in Ontario.

Of the total number of settlements in 2004, 43% were in the public sector, covering 36% of employees. By industry, 76% of all agreements reached were in the non-manufacturing and construction sectors, covering 86% of all employees.

Of the 2,216 settlements ratified, 2,097 were renewal agreements (95%), covering 98% of all employees. Three agreements (0.1%) resulted from bargaining unit amalgamations under Bill 136. Of the remaining settlements, 108 (4.9%) were first agreements and eight (0.4%) were extensions of existing agreements.

In terms of the number of employees covered, bargaining activity was concentrated in construction (132,118), education and related services (55,328), and health and welfare services (48,934) (Table 1).

Chart 1: Selected Economic Indicators, 1999 – 2006



Source: Statistics Canada and Ontario Ministry of Finance

Economic Climate[1]

Collective bargaining in 2004 occurred in an environment of a modestly improved economic performance. According to a survey of private-sector forecasters conducted by the Ministry of Finance, Ontario's real Gross Domestic Product (GDP) rose by an estimated 2.3% in 2004, after an increase of 1.6% in 2003. Several key external forces, including a strong U.S. economy, record high oil prices, and the sharp appreciation of the Canadian dollar, impacted economic growth in 2004. Employment rose by 108,000 jobs in 2004, after rising by 173,100 in the previous year. Ontario's unemployment rate declined slightly from 7% in 2003 to 6.8% in 2004. The Ontario Consumer Price Index (CPI) inflation rate averaged 1.9% for 2004, down from 2.7% in 2003 (Chart 1).

Stage of Settlement

Over 95% of agreements ratified in 2004 (covering approximately 93% of employees) were settled without a work stoppage, 53% were concluded with the assistance of a conciliator or mediator, 40% were reached through direct bargaining, and 2.9% were settled at arbitration.

In the public sector, 49% of agreements were reached through direct bargaining, compared to 34% in the private sector. The percentage of agreements settled with the assistance of a conciliator or mediator was 42% in the public sector and 61% in the private sector. In the public sector, 6% of agreements were reached through arbitration compared to 0.6% in the private sector (Chart 2 and Table 2).

Term of Agreement

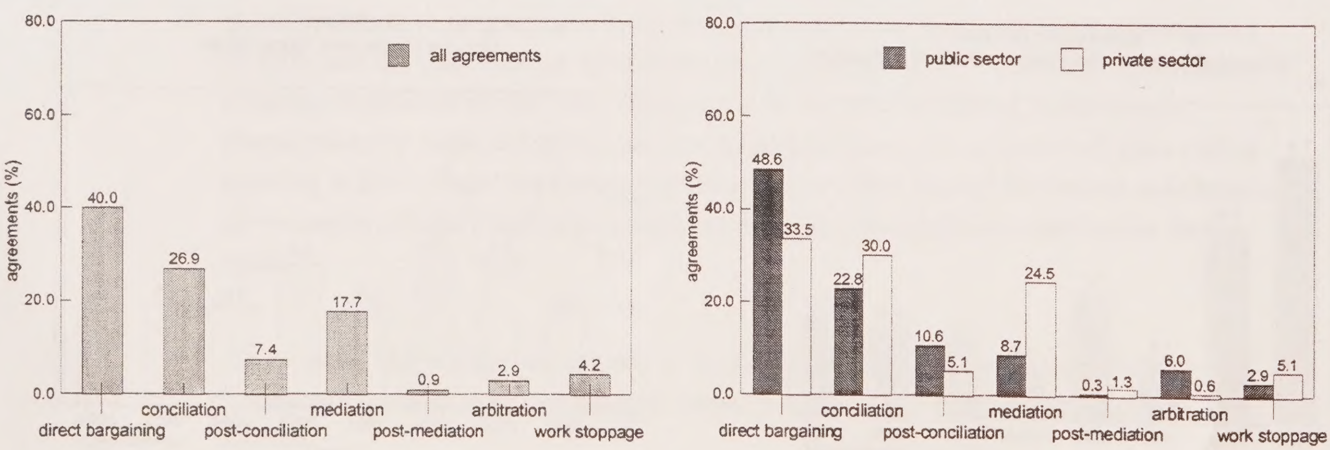
Of all the agreements ratified in 2004, 54% were of a three-year duration, 16% were of a two-year duration, and 17% were of a term longer than three years. The majority (59%) of agreements in the private sector were of a three-year duration, compared to 46% in the public sector. Three-year terms were also negotiated for over 60% of manufacturing agreements, 49% for non-manufacturing agreements, and 78% for construction agreements (Table 3).

Duration of Negotiations

Data regarding the duration of negotiations are maintained for collective agreements covering 200 or more employees. In 2004, 371 agreements covering a minimum of 200 employees were ratified. The average duration of negotiations for all sectors was 4.8 months. The average duration of negotiations in the public sector was 6.4 months compared to 3.3 months in the private sector. In the public sector, 35% of negotiations lasted between one and three months, compared to 72% for the private sector (Table 4).

[1] *Ontario Ministry of Finance, MOF Survey of Forecasts, and Statistics Canada*

Chart 2: Stage of Settlement, by Sector, 2004



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Trends

In 2004, 371 agreements covering a minimum of 200 employees were ratified, affecting 330,937 employees. These settlements provided an average annual wage increase of 2.8%, down from 3.1% in 2003. Public sector agreements provided an average annual wage increase of 3.2% in 2004, a slight decrease from 3.5% in 2003. In comparison, the average annual wage increase in the private sector increased from 1.9% in 2003 to 2.6% in 2004 (Chart 3 and Table 5).

Distribution of Increases

Overall, 43% of employees received average annual wage increases ranging from 3% to 3.9%, and 39% received increases ranging from 2% to 2.9%. In the public sector, half of employees received increases ranging from 3% to 3.9%, compared to 39% in the private sector. Over a third of public sector employees and 42% of private sector employees received increases ranging between 2% to 2.9%. Three public sector and six private sector agreements, representing approximately 2% of employees in each sector, were settled without a wage increase. Five private sector agreements, representing 3% of all employees, included wage decreases (Chart 4).

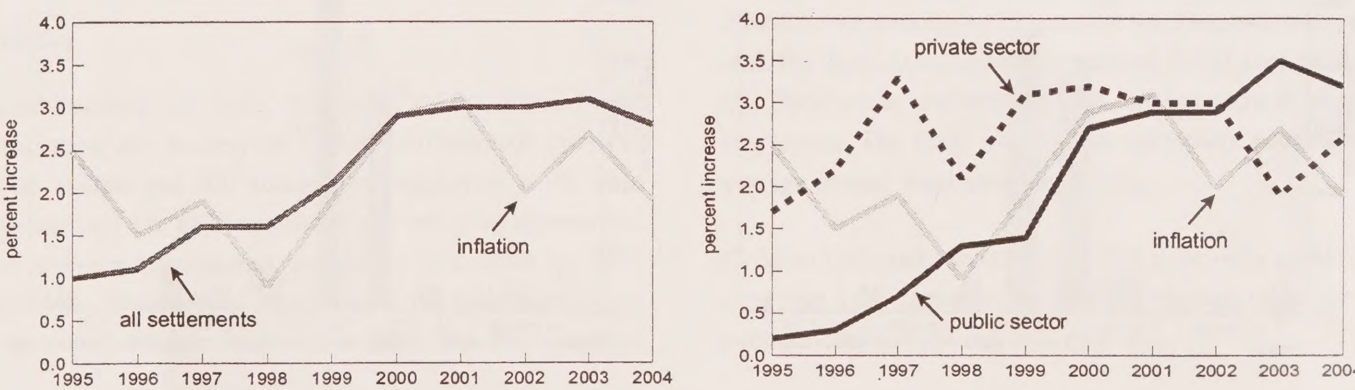
Quarterly Wage Settlements

In 2004, overall wage settlements varied from quarter to quarter, with averages ranging between 2.1% to 3.1%. Public and private sectors also recorded diverse quarterly wage increases, ranging from 2.6% to 3.6% and from 1.4% to 3%, respectively (Table 6).

Industry

In 2004, average annual wage increases averaged 2.6% in both the manufacturing and non-manufacturing sectors, compared to 3.1% in construction. The highest wage increases in non-manufacturing occurred in recreational services (3.8%), education and related services (3.7%), other services (3.5%), and local government (3.2%). The lowest increase was reported in transportation (-0.4%), followed by retail trade (1.7%). In manufacturing, average annual wage increases ranged from 3.5% in primary metals to -0.4% in machinery. The 46 agreements with cost-of-living allowance (COLA) clauses provided increases averaging 2.7%, down slightly from 2.8% in 2003. In comparison, the 325 agreements without a COLA clause averaged 2.8%, down from 3.2% in the previous year (Table 7).

Chart 3: Wage Increases by Public and Private Sectors, 1995 – 2004



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

▸ Manufacturing

Food, Beverage

Maple Leaf Foods (Maple Leaf Pork) and the United Food and Commercial Workers International Union (UFCW) reached a three-year agreement covering 1,100 employees for an average annual wage increase of 3.1%.

Rubber, Plastics

BFGoodrich Tire Manufacturing, division of Michelin North America (Canada) and the United Steelworkers of America (USWA) settled a 26-month agreement covering 920 employees. The settlement included an average annual wage increase of 1.7% including COLA.

Textile

DuPont Canada and the Kingston Independent Nylon Workers' Union settled a three-year agreement covering 1,100 employees for an average annual wage increase of 2.4%.

Paper

Abitibi-Consolidated and Communications, Energy and Paperworkers Union of Canada (CEP) reached a settlement for nine agreements covering 1,290 employees. The five-year agreements include average annual wage increases of 2.5%.

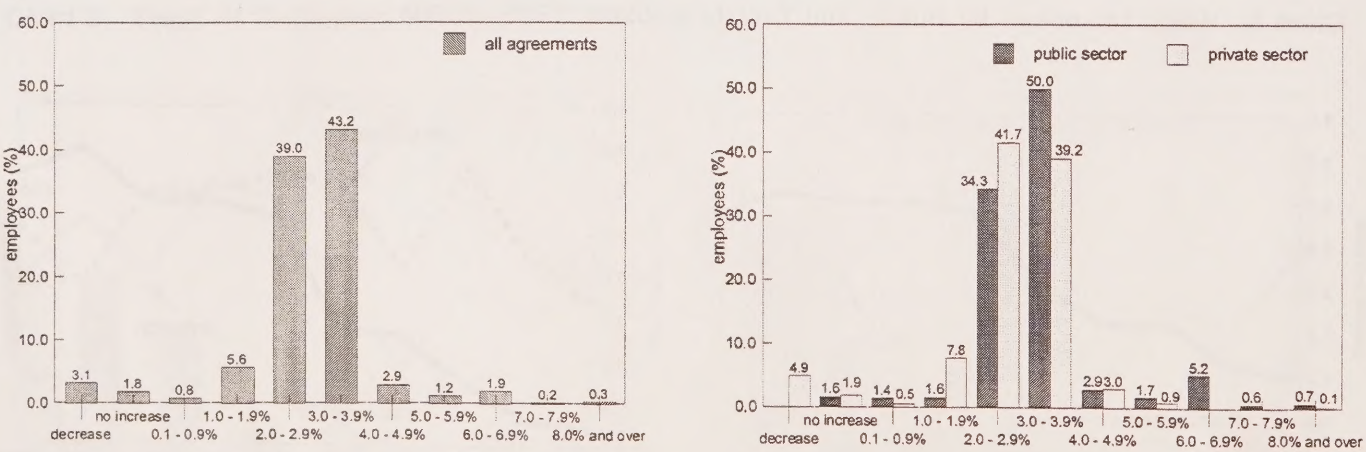
Primary Metals

Algoma Steel reached three-year settlements with the USWA covering 2,500 hourly and 500 salaried employees for average annual wage increases of 3.9% and 4.4%, respectively, including COLA.

Transportation Equipment

Cami Automotive and National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada) reached a three-year agreement for 1,765 employees. The settlement included an average annual wage increase of 3.9% including COLA.

Chart 4: Distribution of Increases, Public and Private Sectors, 2004



Source: *Collective Bargaining Information Services, Ontario Ministry of Labour*

Mining, Quarrying

Falconbridge reached a settlement with CAW-Canada representing 1,100 employees. The three-year agreement provides an average annual wage increase of 2.1% including COLA.

Transportation

Canadian National Railway and CAW-Canada settled agreements for 691 Ontario-based clerical, customer service and intermodal yard employees and 601 Ontario-based shopcraft workers. Both three-year agreements include average annual wage increases of 3%.

Air Canada and Air Canada Pilots, Canadian Union of Public Employees (CUPE), International Association of Machinists and Aerospace Workers, and CAW-Canada, representing a total of 11,500 Ontario-based employees, reached agreements expiring in 2009. The four restructured agreements include wage reductions and revised wage scales.

The Amalgamated Transit Union (ATU-Intl) and Greater Toronto Transit Authority (GO Transit) settled a four-year agreement covering 912 employees for an average annual wage increase of 3%.

Communications

Bell Canada and CEP, representing 4,950 Ontario-based craft and services employees, reached a four-year agreement for an average annual wage increase of 2.9% including COLA.

Utilities

An arbitration award issued in March 2004 for Ontario Power Generation and Society of Energy Professionals provided 2,100 nuclear and 900 non-nuclear employees a 3% wage increase and 1% performance pay in one-year agreements. The arbitrated agreements expired on December 31, 2004 and were subsequently renegotiated for another one-year term with December 2005 expiry dates. The 2005 expiries, settled in direct bargaining, were ratified in December 2004 and included a 3% wage increase and a performance pay plan for each bargaining unit.

A 12-month arbitration award for Bruce Power LP and 813 professional and supervisory employees, represented by Society of Energy Professionnals included a 4% wage increase. A three-year settlement between Bruce Power LP and CUPE provided an average annual wage increase of 3% including COLA to 2,480 power workers.

Retail Trade

The Great Atlantic & Pacific Co of Canada (A&P) reached agreements with both UFCW and CAW-Canada. The UFCW negotiated a 41-month settlement covering 6,300 employees at the Food Basics Stores for an average annual wage increase of 1.5%, and a three-year agreement providing an average annual wage increase of 2% to 891 employees at the Barn Markets. CAW-Canada, representing 950 warehouse employees, negotiated a 36-month settlement that included an average annual wage increase of 3.1%.

Education

The College Compensation and Appointments Council and 8,454 academic staff represented by OPSEU reached a two-year agreement providing an average annual wage increase of 3.7%.

The University of Western Ontario reached two-year agreements with both the Public Service Alliance of Canada (PSAC), representing 1,425 graduate teaching assistants, and with the Staff Association representing 1,050 support staff. The PSAC settlement included lump sum payments for eligible employees. The Staff Association agreement provides an average annual wage increase of 3%.

Carleton University and CUPE settled a two-year agreement covering 1,200 teaching and research assistants for an average annual wage increase of 3%.

During 2004, district school boards settled a total of 106 agreements covering 32,101 teachers and support staff. Of the total number of settlements, wage data are available for 51 agreements, each covering a minimum of 200 employees. The 16 agreements covering 11,033 elementary and secondary teachers provide average annual wage increases ranging from 2% to 5.7%. The eight agreements covering 3,080 occasional teachers include a 4% average annual wage increase. Settlements for 13,028 support staff covered by 27 agreements provided a 3.6% average annual wage increase. Overall, the 51 school board agreements cover 27,141 employees and provide an average annual wage increase of 3.8%.

Health and Welfare Services

Community Living Toronto and CUPE reached two 36-month agreements for 440 full-time and 625 part-time employees.. Each agreement includes a 0.6% average annual wage increase.

Northern Ontario Participating Hospitals and CAW-Canada reached a centrally negotiated settlement for 12 two-year agreements covering 1,650 service, office, paramedical and R.P.N. employees at nine hospitals. The agreements include average annual wage increases of 2.5%.

The Centre for Addiction and Mental Health (CAMH) and OPSEU, representing 1,700 service, technical and professional employees, reached a three-year agreement providing an average annual wage increase of 3%.

CUPE and Sisters of Charity of Ottawa Health Service settled a 36-month agreement covering service and R.P.N. employees for an average annual wage increase of 3%.

Arbitration awards were issued for the Ottawa Hospital and both CUPE and OPSEU. The CUPE award, covering 3,000 office, service, trades, technical and R.P.N. employees, included an average annual wage increase of 2.8% over three years. The three-year OPSEU award for 2,000 technical, professional, and office employees provided an average annual wage increase of 2.3%.

Participating Nursing Homes and the Service Employees International Union (SEIU) reached a 40-month settlement for 32 agreements covering 6,831 service and R.P.N. employees at 77 nursing homes. The agreements include average annual wage increases ranging from 3.2% to 3.6% including pay equity.

Participating Nursing Homes and CAW-Canada reached a settlement for 19 agreements covering 1,331 service and R.P.N. employees at 17 nursing homes. The agreements, expiring in 2007, include average annual wage increases ranging from 3.1% to 3.8% including pay equity.

Central Park Lodges (CPL Versa-Care) and CAW-Canada reached a 39-month settlement covering a total of 1,747 service and nursing employees. The agreements for 13 nursing homes expire in 2007 and provide average annual wage increases ranging from 3.3% to 3.7%.

Recreational Services

Windsor Casino and CAW-Canada settled a four-year agreement covering 3,500 employees for an average annual wage increase of 3.5%.

Management Services

The International Brotherhood of Teamsters, representing 4,300 Ontario-based employees, settled a four-year agreement with Purolator Courier for an average annual wage increase of 3%.

The Institute of Communications and Advertising and Association of Canadian Advertisers reached a settlement for 4,770 Ontario-based performers in television and radio commercials represented by the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA). The 35-month agreement provides an average annual wage increase of 2.1%.

Federal Government

Canada Revenue Agency (CRA) and PSAC settled an agreement covering 8,706 Ontario-based employees that includes an average annual wage increase of 2.4% over four years.

Local Government

The City of Toronto and Toronto Professional Fire Fighters reached a five-year settlement covering 3,000 firefighters. The agreement provides an annual wage increase of 3.5% in each of the first three years, with adjustments for the final two years subject to negotiations.

An arbitration award for the Ottawa Police Services Board and the Ottawa Police Association covering 1,097 uniform and 477 civilian employees included an average annual wage increase of 3.8% over two years for each bargaining unit.

CUPE reached settlements with the City of Hamilton and the Durham Regional Municipality. The three-year agreement reached for the City of Hamilton covers 2,200 employees and the four-year Durham Regional Municipality agreement covers 1,299 employees. Each agreement provides an average annual wage increase of 2.2%.

The Regional Municipality of York and CUPE reached a three-year agreement covering 1,890 employees for an average annual wage increase of 3%.

Construction

In 2004, 23 of the 25 Industrial-Commercial-Institutional (ICI) construction agreements covering almost 76,000 workers were renewed until April 30, 2007. ICI negotiations included a work stoppage involving the Ontario Masonry Employers Council and Bricklayers. The remaining agreements were settled either through direct bargaining or with the assistance of a conciliator or mediator. ICI settlements provided average annual wage increases ranging from 1.4% to 5%.

For non-ICI construction, 36 major agreements were settled. These agreements cover approximately 34,000 workers in road building, residential, heavy construction, sewer and watermain, pipe line distribution and mainline, and electrical power systems. Average annual wage increases for non-ICI settlements ranged from 2% to 4.5%.

Overall, wage increases in the construction sector averaged 3.1% in 2004.

IV Work Stoppages under Ontario Jurisdiction

During 2004, 101 work stoppages under Ontario jurisdiction were reported, up from 94 in 2003. In terms of numbers of employees and person-days lost, work stoppages during 2004 involved 21,157 employees and resulted in 488,410 person-days lost, down from 23,807 employees and 494,880 person-days lost reported in 2003.

The number of work stoppages in the private sector declined slightly from 77 in 2003 to 75 in 2004, whereas work stoppages in the public sector increased from 17 in 2003 to 26 in 2004. The number of person-days lost in the private sector increased from 428,230 in 2003 to 428,510 in 2004. In comparison, the number of person-days lost decreased in the public sector from 66,650 in 2003 to 59,900 in 2004 (Chart 5 and Table 8).

In 2004, work stoppages in the non-manufacturing sector accounted for 41% of person-days lost compared to 62% in 2003. During 2004, 0.03% of the estimated working time in Ontario was lost due to work stoppages (Table 9).

V Outlook for 2005

For 2005, collective bargaining is expected to take place in an economic environment marked by the need to adapt to the sharply higher value of the Canadian dollar against its U.S. counterpart. Private-sector economists forecast continued moderate growth for the Ontario economy. According to a survey of private-sector economic forecasts conducted by the Ministry of Finance[2], Ontario's real Gross Domestic Product (GDP) is expected to rise to 2.6% in 2005 and 2.9% in 2006 (Chart 1). The anticipated improvement in economic growth during 2005 and 2006 compared to 2004 reflects solid consumer spending gains, strong business investment, healthy growth in the U.S. economy and interest rates remaining low by historical standards. However, forecasters caution that external forces, including high oil prices, the U.S. current account and fiscal deficits, and the level of the Canadian dollar pose risks that should be taken into consideration.

Private-sector forecasts expect the Ontario annual CPI inflation rate will remain steady at 1.9% in 2005 and 1.8% in 2006 (Chart 1). Ontario's unemployment rate is projected by private-sector forecasters to decline from 6.8% in 2004 to 6.6% in 2005 and 6.4% in 2006.

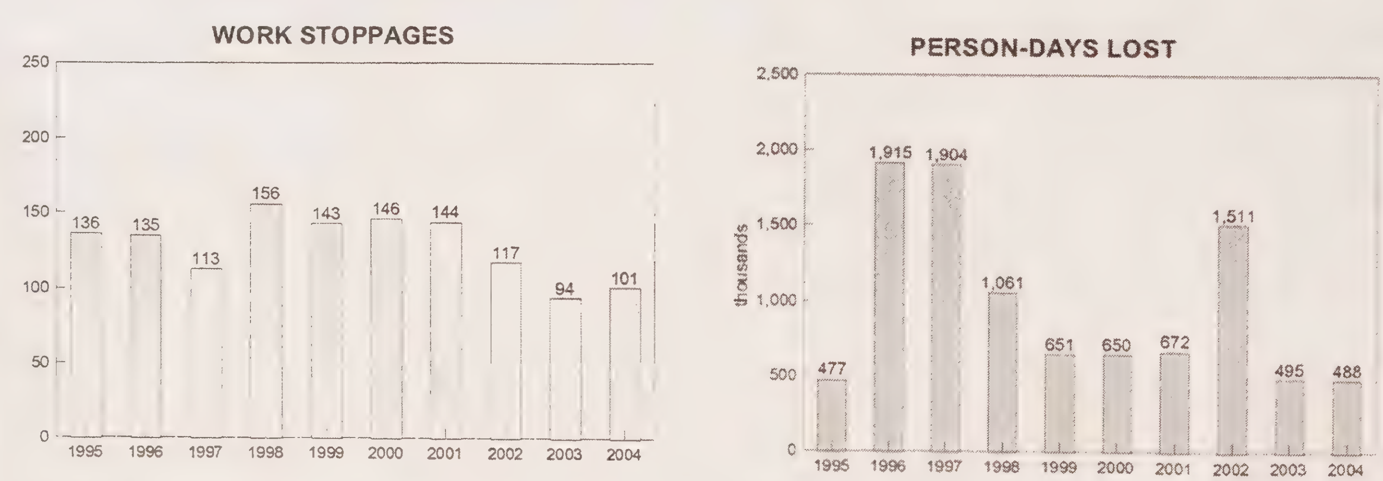
In 2005, collective bargaining activity will involve the negotiation of over 2,100 agreements expiring in 2005, and the continuation of bargaining that was not concluded in 2004 for over 2,600 expired agreements. Major negotiations continuing from 2004 include the federal and Ontario governments, school boards, municipalities, hospitals, nursing homes and homes for the aged.

Collective agreements expiring in 2005 cover approximately 330,00 employees. These agreements represent 22% of the 9,669 agreements currently on file, and affect 21% of the 1,584,864 employees covered. The public sector will account for 39% of all expiring agreements, involving 47% of all employees in both the public and private sectors. Public sector agreements covering large numbers of employees will be concentrated in health care, education, urban transit, and municipal and provincial administration. The private sector includes 61% of all expiring agreements, involving 53% of all employees. Bargaining activity in the private sector will be concentrated in transportation equipment (e.g. DaimlerChrysler, Ford, General Motors) and retail trade.

As the economy is expected to grow at a modest pace, wages, employment security, health care benefits, and pensions will remain priority issues at the bargaining table in 2005.■

[2] *Ontario Ministry of Finance, MOF Survey of Forecasts, and Statistics Canada*

Chart 5: Work Stoppages and Person-Days Lost, 1995 – 2004



Source: Collective Bargaining Information Services, Ontario Ministry of Labour

Table 1: Number of Collective Agreements Ratified in 2004 and Employees Covered, by Industry

	Agreements		Employees covered	
	Number	*Percent*	*Number*	*Percent*
ALL INDUSTRIES - TOTAL	**2,216**	**100.0**	**448,953**	**100.0**
Manufacturing	525	23.7	64,978	14.5
Food, Beverage	71	3.2	9,266	2.1
Tobacco	3	0.1	577	0.1
Rubber, Plastics	37	1.7	6,780	1.5
Leather	1	0.0	10	0.0
Textile	9	0.4	1,853	0.4
Knitting Mills	2	0.1	525	0.1
Clothing	13	0.6	625	0.1
Wood	14	0.6	1,586	0.4
Furniture, Fixtures	13	0.6	1,122	0.2
Paper	21	0.9	2,443	0.5
Printing, Publishing	43	1.9	1,828	0.4
Primary Metals	25	1.1	5,951	1.3
Fabricated Metals	80	3.6	5,814	1.3
Machinery	31	1.4	2,382	0.5
Transportation Equipment	52	2.3	13,599	3.0
Electrical Products	26	1.2	4,948	1.1
Non-metallic Minerals	42	1.9	2,182	0.5
Petroleum, Coal	7	0.3	832	0.2
Chemicals	26	1.2	2,258	0.5
Other Manufacturing	9	0.4	397	0.1
Non-manufacturing	**1,543**	**69.6**	**251,857**	**56.1**
Agriculture	1	0.0	106	0.0
Forestry	2	0.1	247	0.1
Mining, Quarrying	20	0.9	1,775	0.4
Transportation	87	3.9	24,500	5.5
Storage	9	0.4	731	0.2
Communications	10	0.5	6,227	1.4
Electric, Gas, Water	68	3.1	12,549	2.8
Wholesale Trade	61	2.8	2,865	0.6
Retail Trade	81	3.7	13,018	2.9
Finance	10	0.5	1,099	0.2
Real Estate, Insurance Agencies	35	1.6	931	0.2
Education, Related Services	185	8.3	55,328	12.3
Health, Welfare Services	492	22.2	48,934	10.9
Recreational Services	43	1.9	6,927	1.5
Management Services	44	2.0	22,138	4.9
Personal Services	15	0.7	1,185	0.3
Accommodation, Food Services	74	3.3	4,157	0.9
Other Services	130	5.9	4,271	1.0
Federal Government	9	0.4	17,313	3.9
Provincial Government	7	0.3	1,665	0.4
Local Government	159	7.2	25,885	5.8
Other Government	1	0.0	6	0.0
Construction	**148**	**6.7**	**132,118**	**29.4**

Table 2: Number of Collective Agreements Ratified in 2004 and Employees Covered, by Stage of Settlement and Sector

	All Agreements		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
ALL AGREEMENTS	**2,216**	**448,953**	**952**	**162,778**	**1,264**	**286,175**
Direct bargaining	886	182,976	463	65,964	423	117,012
Conciliation	596	58,708	217	28,414	379	30,294
Post-conciliation bargaining	165	35,064	101	16,106	64	18,958
Mediation	393	105,551	83	19,102	310	86,449
Post-mediation bargaining	20	6,800	3	675	17	6,125
Arbitration	64	26,743	57	21,253	7	5,490
Work stoppage	92	33,111	28	11,264	64	21,847

Table 3: Number of Collective Agreements Ratified in 2004 and Employees Covered, by Term of Agreement and Sector

	All Agreements		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**2,216**	**448,953**	**952**	**162,778**	**1,264**	**286,175**
Less than 12 months	4	715	2	541	2	174
12 months	146	25,218	84	21,235	62	3,983
13 to 18 months	19	1,668	10	750	9	918
19 to 23 months	13	1,802	5	497	8	1,305
24 months	362	50,617	215	42,110	147	8,507
25 to 35 months	103	14,380	35	2,557	68	11,823
36 months	1,186	270,663	436	62,707	750	207,956
Over 36 months	383	83,890	165	32,381	218	51,509

	Manufacturing		Non-Manufacturing		Construction	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**525**	**64,978**	**1,543**	**251,857**	**148**	**132,118**
Less than 12 months	1	130	3	585	.	.
12 months	25	1,618	119	23,588	2	12
13 to 18 months	7	1,005	12	663	.	.
19 to 23 months	1	1,000	11	782	1	20
24 months	60	3,715	298	46,857	4	45
25 to 35 months	28	3,841	70	10,193	5	346
36 months	319	45,256	751	96,280	116	129,127
Over 36 months	84	8,413	279	72,909	20	2,568

Table 4: Duration of Negotiations of Collective Agreements, Covering 200 or more Ontario Employees, Ratified in 2004, by Sector

	Total		Public Sector		Private Sector	
	Agmts	*Empls*	*Agmts*	*Empls*	*Agmts*	*Empls*
TOTAL	**371**	**330,937**	**170**	**120,086**	**201**	**210,851**
1 – 3 months	204	191,354	59	27,230	145	164,124
4 – 6 months	87	63,260	49	33,086	38	30,174
7 – 9 months	35	23,550	27	14,757	8	8,793
10 – 12 months	18	21,838	14	15,830	4	6,008
13 months and over	27	30,935	21	29,183	6	1,752

	Average Duration of Negotiations
	months
TOTAL	**4.8**
Public sector	6.4
Private sector	3.3

Table 5: Increases Negotiated in Major Collective Agreements in Ontario, Compared to the CPI for Canada and Ontario, 1995 – 2004

	Negotiated Wages (average annual percent increase)			CPI (annual percent increase)	
YEAR	All Sectors	Public	Private	Canada	Ontario
1995	1.0	0.2	1.7	2.2	2.5
1996	1.1	0.3	2.2	1.6	1.5
1997	1.6	0.7	3.3	1.6	1.9
1998	1.6	1.3	2.1	0.9	0.9
1999	2.1	1.4	3.1	1.7	1.9
2000	2.9	2.7	3.2	2.7	2.9
2001	3.0	2.9	3.0	2.6	3.1
2002	3.0	2.9	3.0	2.2	2.0
2003	3.1	3.5	1.9	2.8	2.7
2004	2.8	3.2	2.6	1.8	1.9

Table 6: Average Annual Increases in Base Wage Rates in Collective Agreements Covering 200 or more Ontario Employees, Ratified in 2004, by Sector

	All Agreements	Public Sector	Private Sector
	%	%	%
TOTAL 2004	**2.8**	**3.2**	**2.6**
First quarter 2004	3.1	3.6	2.7
Second quarter 2004	3.0	3.2	3.0
Third quarter 2004	2.1	3.3	1.4
Fourth quarter 2004	2.6	2.6	2.6

	Manufacturing	Non-Manufacturing	Construction
	%	%	%
TOTAL 2004	**2.6**	**2.6**	**3.1**
First quarter 2004	2.0	3.4	2.8
Second quarter 2004	2.5	2.9	3.2
Third quarter 2004	3.3	1.9	2.8
Fourth quarter 2004	2.4	2.6	3.0

Table 7: Average Annual Increases in Base Wage Rates in Collective Agreements Covering 200 or more Ontario Employees, Ratified in 2004, by Industry

	All agreements			Agreements with COLA			Agreements without COLA		
	Agmts	*Empls*	*%*	*Agmts*	*Empls*	*%*	*Agmts*	*Empls*	*%*
ALL INDUSTRIES TOTAL	**371**	**330,937**	**2.8**	**46**	**33,120**	**2.7**	**325**	**297,817**	**2.8**
Manufacturing	**88**	**39,492**	**2.6**	**38**	**21,202**	**2.7**	**50**	**18,290**	**2.3**
Food, Beverage	13	5,645	2.7	1	604	3.3	12	5,041	2.6
Tobacco Products	1	490	3.0	.	.	.	1	490	3.0
Rubber, Plastics	9	4,833	2.2	8	4,617	2.2	1	216	2.2
Textile	2	1,400	2.7	.	.	.	2	1,400	2.7
Knitting Mills	1	350	2.5	.	.	.	1	350	2.5
Clothing	1	249	0.0	.	.	.	1	249	0.0
Wood	3	1,031	3.2	.	.	.	3	1,031	3.2
Furniture, Fixtures	1	380	2.0	.	.	.	1	380	2.0
Paper	4	992	2.1	.	.	.	4	992	2.1
Primary Metals	6	4,216	3.5	4	3,716	3.6	2	500	2.2
Fabricated Metals	6	1,680	2.7	3	849	2.1	3	831	3.2
Machinery	2	1,040	-0.4	1	740	2.6	1	300	-8.1
Transportation Equipment	22	11,013	3.0	15	8,150	2.9	7	2,863	3.6
Electrical Products	9	3,655	1.3	3	1,425	2.3	6	2,230	0.6
Non-metallic Minerals	2	771	1.5	2	771	1.5	.	.	.
Petroleum, Coal	1	250	3.2	.	.	.	1	250	3.2
Chemicals	5	1,497	3.0	1	330	3.5	4	1,167	2.8
Non-manufacturing	**224**	**182,280**	**2.6**	**8**	**11,918**	**2.7**	**216**	**170,362**	**2.6**
Forestry	1	240	2.3	.	.	.	1	240	2.3
Mining, Quarrying	2	1,320	2.0	2	1,320	2.0	.	.	.
Transportation	19	19,606	-0.4	3	2,898	2.5	16	16,708	-0.9
Communications	3	5,900	2.8	1	4,950	2.9	2	950	2.3
Electric, Gas, Water	9	10,809	3.0	1	2,480	3.0	8	8,329	3.0
Wholesale Trade	3	1,126	2.4	.	.	.	3	1,126	2.4
Retail Trade	7	9,854	1.7	.	.	.	7	9,854	1.7
Finance, Insurance Carriers	1	740	3.1	.	.	.	1	740	3.1
Education, Related Services	74	47,847	3.7	1	270	3.0	73	47,577	3.7
Health, Welfare Services	46	24,872	2.8	.	.	.	46	24,872	2.8
Recreational Services	3	4,118	3.8	.	.	.	3	4,118	3.8
Management Services	12	15,619	2.6	.	.	.	12	15,619	2.6
Personal Services	2	620	2.2	.	.	.	2	620	2.2
Accommodation, Food Services	4	980	2.5	.	.	.	4	980	2.5
Other Services	2	664	3.5	.	.	.	2	664	3.5
Federal Government	8	17,294	2.4	.	.	.	8	17,294	2.4
Provincial Government	3	1,293	2.7	.	.	.	3	1,293	2.7
Local Government	25	19,378	3.2	.	.	.	25	19,378	3.2
Construction	**59**	**109,165**	**3.1**	**.**	**.**	**.**	**59**	**109,165**	**3.1**

Table 8: Work Stoppages and Person-Days Lost, by Sector, 1995 – 2004

Year	Total			Public Sector			Private Sector			Various Industries**		
	No.	No. of Workers	Person-Days Lost	No.	No. of Workers	Person-Days Lost	No.	No. of Workers	Person-Days Lost	No.	No. of Workers	Person-Days Lost
1995	136	57,318	476,960	12	11,236	15,380	123	23,082	438,580	1	23,000	23,000
1996	135	216,917	1,914,900	30	53,283	1,176,260	101	33,634	608,640	4	130,000	130,000
1997	113	176,029	1,904,210	24	133,312	1,368,320	88	17,717	510,890	1	25,000	25,000
1998	156	69,411	1,060,990	53	35,011	300,220	101	25,400	751,770	2	9,000	9,000
1999	143	44,980	651,100	48	27,994	218,330	95	16,986	432,770	-	-	-
2000	146	55,267	649,730	36	29,108	243,560	110	26,159	406,170	-	-	-
2001	144	34,652	671,990	43	21,534	381,710	101	13,118	290,280	-	-	-
2002	117	66,572	1,510,580	31	54,626	1,255,520	86	11,946	255,060	-	-	-
2003	94	23,807	494,880	17	9,915	66,650	77	13,892	428,230	-	-	-
2004*	101	21,157	488,410	26	2,117	59,900	75	19,040	428,510	-	-	-

* *Preliminary*
** *Refers to one-day walkouts at various locations involving workers in various industries*

Table 9: Work Stoppages under Ontario Jurisdiction, 1995 – 2004

Year	Number of Work Stoppages	Number of Employees Involved	Number of Employees Per Work Stoppage	Number of Person-Days Lost	Number of Person-Days Lost Per Employee Involved	Average Duration of Work Stoppages (Days Out)	Person-Days Lost as % of Estimated Working Time
1995	136	57,318	421	476,960	8.3	39	0.04
1996	135	216,917	1,607	1,914,900	8.8	39	0.16
1997	113	176,029	1,558	1,904,210	10.8	50	0.16
1998	156	69,411	445	1,060,990	15.3	38	0.09
1999	143	44,980	315	651,100	14.5	39	0.05
2000	146	55,267	379	649,730	11.8	39	0.05
2001	144	34,652	241	671,990	19.4	35	0.05
2002	117	66,572	569	1,510,580	22.7	40	0.11
2003	94	23,807	253	494,880	20.8	38	0.04
2004*	101	21,157	209	488,410	23.1	37	0.03

* *Preliminary*